

OL Revised Proposal

Proposal: Authorize the payment of an annual uniform allowance to Agency craftsmen and related employees.

Comment: The Federal Employees Uniform Allowance Act of 1954, as amended (5 U.S.C. 5901), provides for the furnishing of uniforms or for the payment of uniform allowances to civilian employees of the Government who are required to wear uniforms. Agency  Non-  
military Uniforms, was promulgated under such authority. Although the  
payment of a uniform allowance by the Agency has been limited to chauffeurs,  
the Director of Logistics may, under the provisions of  approve  
such other uniforms as he determines are required to be worn and approve  
payment of an allowance within the dollar limitation set forth therein.

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2/19/68

January 23, 1968

PBS P 5800.18A CHGE 19

PART 12. UNIFORM STANDARDS

181. Scope. It is the practice of GSA to require certain PBS employees to wear uniforms. This part identifies the employees who are required to wear uniforms, cites authority for uniform allowances, and prescribes the standards for uniforming PBS employees. The provisions of this part apply to guards, firefighters, elevator operators, medical employees, crafts, custodial, and other related employees.

182. Authority.

a. Guard, firefighter, and elevator operator uniforms. Section 210 of the Federal Property and Administrative Services Act of 1949, Public Law 152, 81st Congress (63 Stat. 377), as amended by Public Law 754, 81st Congress (64 Stat. 578) authorized the purchase, repair, and cleaning of uniforms for civilian GSA employees, who are required by law or regulation to wear them, and authorized the furnishing of arms and ammunition for the protection force.

b. Crafts, custodial, and related employee uniforms. Bureau of the Budget Circular, A-30, Revised, dated January 1, 1964, Subject: Federal Employees Uniform Allowance Act, prescribes rules for uniform administration under Title IV of the Act of September 1, 1954, Section 404, as amended (5 U.S.C. 2131, 2133). Pursuant to the authority vested in him, the Administrator, on March 30, 1964, authorized an annual uniform allowance to all crafts, custodial, and related employees.

c. Medical employee uniforms. Bureau of the Budget Circular A-30, Revised, dated August 20, 1966, Subject: Federal Employees Uniform Allowance Act, prescribes rules for uniform administration under Title IV of the Act of September 1, 1954, Section 404 as amended (5 U.S.C. 2131, 2133). Pursuant to the authority vested in him, the Administrator, on August 3, 1967, authorized an annual uniform allowance for all medical health program employees.

d. Non-taxability of uniform allowances. Allowances paid to employees are excluded as additional income pursuant to Section 403 of Public Law 763, 83d Congress, dated September 1, 1954, which provides: "Allowances paid under this title shall not be considered as pay, salary, or compensation within the meaning of the Civil Service Retirement Act of May 29, 1930, as amended, or as wages within the meaning of Section 209 of the Social Security Act, as amended, or Chapters 21 and 24 of the Internal Revenue Code of 1954".

183. Cost charges for uniform allowances.

a. Guards, firefighters, and elevator operators. Uniforms are issued in kind to the employees required to wear them. Costs are charged as prescribed in HB, Centralized Accounting Systems, 74-8 (OFA P 1200.1).

b. Crafts, custodial, and related employees. Uniform allowance costs will be distributed as part of the labor rate for the category of

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- (2) The following employees are not required to wear uniforms:
- (a) Permanent employees during their first 90 days of service.
  - (b) Temporary employees whose appointment is not to exceed one year.
  - (c) Contract employees as specified in the contract.

(3) Employees are required to wear the uniform only in the performance of official duty. This may include the time in transit between home and the place of employment and between GSA duty locations. The uniform shall not be worn when an employee is participating in non-GSA employment or unauthorized activities. Civilian type headgear shall not be worn as part of the uniform during duty hours.

d. The uniform.

(1) Standard. The standard uniform shall consist of the following:

- (a) Carpenters and cabinet makers. Green trousers and green shirt or white bib overalls and white shirt; green jacket\*, white shop style cap.\*\*
- (b) Painters, plasterers, glaziers, and stone masons. White trousers or white bib overalls and white shirt; green jacket\*, white shop style cap.\*\*
- (c) All other male employees except foremen. Green trousers and green shirt; green jacket\*, green baseball style cap.\*\*
- (d) Foremen. Green trousers, white shirt, black tie, green jacket. Trousers and jacket shall be of such material as dacron-rayon as specified and shall be authorized only for foremen as defined below.
- (e) Female custodial employees. Turquoise-green dress of polyester-cotton blend, permanent-press type material.
- (f) Forewomen. Green skirt and white blouse. Skirt to be A-line style of the same color and similar material as foreman's trousers. Blouse to be polyester-cotton blend, short sleeves, with one or two pockets.
- (g) Definition of foreman. For the purpose of uniforms, foreman is defined as follows: a wage board employee in charge of a group of employees as full time supervisor whose duties do not include the use of tools of the trade and who does not perform nonsupervisory tasks except in

\* Jacket. As authorized by the Chief, BMD.

\*\* Cap. Employee option.

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STATINTL

REDRAFT

31 Jan 68

ISSUE:

Provide a monetary allowance for the purchase of uniform clothing by certain groups of Agency employees whose duties require special attire or result in wear and soil of personal clothing or shoes beyond normal rates.

RECOMMENDATION:

The Agency adopt the authority granted to Administrator, GSA (40 U.S.C.A. 490) which permits the purchase of uniforms for civilian employees of GSA who are required by law or regulation to wear uniform clothing. Further, that Agency regulations be issued which (1) prescribe that uniform clothing and footwear will be worn by certain groups of employees as approved by the Director of Logistics, and (2) authorize the Director of Logistics to approve the purchase and issue of uniform clothing, or the payment of an allowance to those employees for whom uniform clothing or footwear is prescribed.

COMMENT:

GSA provides a clothing allowance for PBS craftsmen for the purchase of items suitable to the trade. For example, an initial allowance of \$51.80 is granted to a journeyman for purchase of shirt, pants, and jacket. There is also <sup>AN ANNUAL</sup> supplemental

allowance of \$26.60 ~~granted~~. It is considered that a similar initial and supplemental allowance should be granted to Agency employees who have duties which result in wear and soil of personal clothing or shoes beyond normal rates or whose duties require special attire. For example, destruction of classified

STATINTL  and the washing of Agency vehicles involves processing which unduly soils or wets clothing and shoes.

Relocation of Agency equipment and supplies involves hazards, particularly to the hands and feet. Weather emergencies require certain Agency employees to be out in foul weather in connection with cleaning snow from parking lots and entrances, starting stalled vehicles, motor pool service for essential employees, etc. Provision by the Agency of such items as rubber boots or overshoes, coveralls, raincoats, work gloves, metal toe-caps for shoes, etc., would appear reasonable in connection with duties which present hazards, or require special attire, or result in abnormal wear and soil of clothing or shoes.

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2 Jan 68

Seperated by [redacted]  
per [redacted] 11 Jan 68

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1. In response to your request, the following items are suggested as areas that could be explored in connection with the referenced study:

- a. The establishment of a Temporary Lodging Allowance at the time an employee departs for an overseas [redacted] field assignment.
- b. Creation of a CIA service pin.
- c. Authorization to ship household effects to a point in the United States upon retiring from [redacted] assignment.
- d. Authorization for overtime compensation for GS-11 through GS-14.
- e. Authorization for sabbatical leave for certain professional personnel such as scientists to enable them to keep abreast of technological advances in their field.
- f. Authorization for an expenses paid trip to the United States from an overseas assignment in the event of the death of the mother or father of either the sponsor or his wife.
- g. Develop a formula to encourage early retirement such as 2½ years' credit toward retirement for each 2 years overseas.
- h. Develop a Quarters Allowance for those personnel who are considered in the overseas rotational pattern for use while on [redacted] assignments.
- i. Eliminate the inequities between the CIA Retirement and Disability System and the Civil Service Retirement System.
  - (1) The CIA retiree receives a cost-of-living allowance 1 year and 3 months after the CS retiree.

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SUBJECT: Administrative Authorities

(2) Civil Service retirees do not have to pay for periods of service covered by a deposit but still receive 90 percent coverage toward annuity computations. CIA retirees must make a deposit to receive any coverage toward annuity computations.

j. Authorize retirement coverage for contract employees who had service under Social Security from 1955 to 1967.

k. Approve contract service overseas ~~(RAB)~~ for this Agency as qualifying service for the CIA Retirement and Disability System.

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1. The Civil Service retirement [redacted] presently administered in the Agency, in effect deprives our personnel of a fringe benefit enjoyed by employees of other agencies - that of remaining in government service until the mandatory age 70, so long as their performance is satisfactory. Regardless of the managerial justification therefor, the fact remains that the Agency has established a policy in this area for personnel covered by the Civil Service Retirement Act which is more restrictive than that authorized by law and Civil Service Regulation for individuals serving in normal Civil Service appointments. Individuals who transferred from other government agencies or newly entered government service with the Agency expecting to receive at least equal treatment with other agencies in regard to tenure and retirement benefits have reason to feel that the Agency has committed a breach of faith with them. It is recommended that the Agency policy in regard to retirement be amended to eliminate the mandatory requirement for retirement when individuals meet minimum Civil Service criteria for optional retirement so long as their mental and physical condition does not preclude the maintenance of a satisfactory level of performance. Encouragement of personnel to retire voluntarily and retirement counseling are, of course, worthwhile programs and should be continued.

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TRANSMITTAL SLIP		DA	2/20/68
TO:			
ROOM NO.	BUILDING		
REMARKS:			
<p>1. As discussed informally - Proposal No. 2 in Section I appears to be in wrong Section.</p> <p>2. Sec. II - Proposal No. 6. Annually regulations provide a flat 12¢ per mile overseas - and will under Committee proposal authorize a rate <u>not to exceed</u> 12¢ per mile in CONUS.</p>			
FROM:			
<p>3. Attached is revised proposal re uniform</p>			
ROOM NO.	BUILDING	EXTENSION	
FORM NO. 241 1 FEB 55		REPLACES WHICH MAY	(47)

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